

**From:** "Adams, Ben C." <badams@bakerdonelson.com>  
**To:** "William Gibbons (wgibbons)" <wgibbons@memphis.edu>  
btaylor@memphistomorrow.org  
**Date:** 1/22/2018 11:52:20 AM  
**Subject:** RE: MPD

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PS Since this is City's plan, I don't see why we cannot use those numbers and let Bill have copy to show MPD.

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From: William Gibbons (wgibbons) [mailto:wgibbons@memphis.edu]  
Sent: Monday, January 22, 2018 9:15 AM  
To: Adams, Ben C.; btaylor@memphistomorrow.org  
Cc: Sharon Walker  
Subject: Re: MPD

How about 11:30 ? Sam, can you arrange a conference call among the three of us ?

**Bill Gibbons**

Executive Director  
Public Safety Institute

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The University of Memphis  
317 Robison Hall  
Memphis, TN 38152

 901.385-4232 | [memphis.edu](http://memphis.edu)

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From: Adams, Ben C. <badams@bakerdonelson.com>  
Sent: Monday, January 22, 2018 8:51 AM  
To: btaylor@memphistomorrow.org  
Cc: William Gibbons (wgibbons)  
Subject: Re: MPD

I am good 11-3

Ben C. Adams, Jr.  
Chairman and Chief Executive Officer  
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC  
[165 Madison Avenue](#)  
[Suite 2000](#)  
[Memphis, Tennessee 38103](#)  
Phone [\(901\) 577-2307](tel:(901)577-2307)  
Fax [\(901\) 577-0714](tel:(901)577-0714)  
[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)  
[www.bakerdonelson.com](http://www.bakerdonelson.com)

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On Jan 22, 2018, at 7:59 AM, Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)> wrote:

I can talk after 11

Sent from my iPhone. Please excuse typos.

On Jan 22, 2018, at 7:04 AM, William Gibbons (wgibbons) <[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)> wrote:

This is going to take a meeting with the mayor, Alex and Doug. Their position seems to be that the PST language in the agreement is not worded correctly.

Do you want me to set up the meeting?

Bill

Sent from my iPhone

On Jan 21, 2018, at 10:59 PM, Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)> wrote:

Right!

Sent from my iPhone. Please excuse typos.

On Jan 21, 2018, at 10:52 PM, Adams, Ben C. <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)> wrote:

I can talk all am. I thought idea was to have 200 Psts by end of this year and for part to roll into academy each year. By 2020 we we were not supposed to recruit much because sworn officers to come from PSTs. We would need to recruit 100 PSTs each year to ultimately fill academy 2 years later. So 100 PSTs for 4 years I thought was correct.

Sent from my iPad

Ben C. Adams, Jr.  
Chairman and Chief Executive Officer  
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC  
[165 Madison Avenue, Suite 2000](#)

Memphis, TN 38103

Direct: 901.577.2307

Fax: 901. 577.0714

E-mail: [badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)

[www.bakerdonelson.com](http://www.bakerdonelson.com)

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On Jan 21, 2018, at 10:41 PM, Blair Taylor  
<[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)> wrote:

We need to discuss all this ASAP and have a  
group decision between the three of us. I'm  
not comfortable with the rolling back you  
suggest.

Sent from my iPhone. Please excuse typos.

On Jan 21, 2018, at 9:54 PM, William  
Gibbons (wgibbons)  
<[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)> wrote:

The mayor and I had a good  
conversation about the 2018  
Milestones/Benchmarks relating  
to MPD staffing to be shared  
with the board Thursday.

The agreement between the  
City and the Crime Commission  
refers to graduating 200  
officers. We agreed that should  
be the goal (even though the  
director is uncomfortable with  
it) and that it should include  
both fresh recruits and lateral  
hires. So, the Milestone will read  
something like: Employ at least  
200 new MPD commissioned  
officers.

Graduating 100 new PSTs each year for 4 years is, according to the mayor, an error for which Alex takes the blame. (That would be 400 PSTs !) He feels the intent is to have about 100 PSTs in place at any given time, which makes sense. So, the Milestone will read something like: Employ at least 30 new MPD PSTs, bringing the total to approximately 100.

At the same time , the attrition rate language in the agreement is way off! Reducing attrition to less than 115 not counting retirements and disabilities is a slam dunk ! The 115 figure is intended to include those two categories. So, the Milestone will simply read something like: Have an attrition rate among MPD commissioned officers of less than 115. (In 2017, it was about 130.)

MPD may not be comfortable with all of this, but the mayor has the last say!

Bill

Sent from my iPad

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